

Department of Health and Human Resources

# Human Rights Commission

## Mission

The West Virginia Human Rights Commission will encourage and endeavor to bring about respect, tolerance, and mutual understanding among all citizens of West Virginia regardless of race, gender, religious persuasion, ethnicity, or disability. The commission will administer and ensure adherence to, through investigation and adjudication, the Human Rights Act and the Fair Housing Act, which prohibit discrimination in employment, housing, and places of public accommodation.

## Operations

- Receive, investigate, and adjudicate allegations of unlawful discrimination.
- Implement and promote programs that encourage a greater equality of rights among West Virginia citizens and spawn a climate of mutual understanding and respect among all racial, gender, religious, ethnic, or disability groups.
- Oversee the activities of the West Virginia Hate Crimes Task Force in planning and implementing initiatives and programs designed to identify and eradicate bias-motivated crimes and other similar manifestations of intolerance throughout the state.

## Goals/Objectives

- Reduce intolerance, and encourage acceptance of diversity throughout West Virginia.
- Utilize mediation and conciliation programs as an alternative in order to resolve disputes.
- Develop relationships with industry, management and labor, secondary and higher education systems, commercial enterprises, and communities to create opportunities to discourage discrimination.
- Process 450 cases (per the federal contract guidelines) for the federal Housing and Urban Development (HUD) and the U.S. Equal Employment Opportunity Commission (EEOC).
- Conduct a yearly human rights conference to engage representatives from state and county governments, management and labor leaders, educators, civic leaders, and citizens representing all cultures within the state to create opportunities and develop strategies for promoting harmony, mutual respect, and equal protection under the laws for all citizens of West Virginia.

## Performance Measures

- ✓ Conducted the West Virginia Civil Rights Day, through joint efforts, in which thirteen individuals were recognized for their efforts in the civil rights movement over the years.

<u>Fiscal Year</u>	<u>Actual</u> <u>2003</u>	<u>Actual</u> <u>2004</u>	<u>Estimated</u> <u>2005</u>	<u>Actual</u> <u>2005</u>	<u>Estimated</u> <u>2006</u>	<u>Estimated</u> <u>2007</u>
HUD and EEOC cases processed	420	480	500	430	450	450

# Expenditures

	TOTAL FTE POSITIONS 11/30/2005	ACTUALS FY 2005	BUDGETED FY 2006	REQUESTED FY 2007	GOVERNOR'S RECOMMENDATION
<b>EXPENDITURE BY PROGRAM</b>					
Human Rights Commission	31.00	\$1,541,932	\$1,724,871	\$1,700,600	
Less: Reappropriated		0	0	0	
<b>TOTAL BY PROGRAM</b>	<b>31.00</b>	<b>1,541,932</b>	<b>1,724,871</b>	<b>1,700,600</b>	<b>1,732,221</b>
<b>EXPENDITURE BY FUND</b>					
<b>General Fund</b>					
FTE Positions		22.00	22.00	22.00	22.00
Total Personal Services		648,203	698,167	683,467	705,517
Employee Benefits		209,445	227,238	224,705	224,705
Other Expenses		274,144	279,428	281,961	281,961
Less: Reappropriated		0	0	0	0
<b>Subtotal: General Fund</b>		<b>1,131,792</b>	<b>1,204,833</b>	<b>1,190,133</b>	<b>1,212,183</b>
<b>Federal Fund</b>					
FTE Positions		9.00	9.00	9.00	9.00
Total Personal Services		178,283	250,722	242,622	250,722
Employee Benefits		73,609	89,923	90,840	92,311
Other Expenses		158,248	179,393	177,005	177,005
<b>Subtotal: Federal Fund</b>		<b>410,140</b>	<b>520,038</b>	<b>510,467</b>	<b>520,038</b>
<b>Appropriated Special Fund</b>					
FTE Positions		0.00	0.00	0.00	0.00
Total Personal Services		0	0	0	0
Employee Benefits		0	0	0	0
Other Expenses		0	0	0	0
Less: Reappropriated		0	0	0	0
<b>Subtotal: Appropriated Special Fund</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Nonappropriated Special Fund</b>					
FTE Positions		0.00	0.00	0.00	0.00
Total Personal Services		0	0	0	0
Employee Benefits		0	0	0	0
Other Expenses		0	0	0	0
<b>Subtotal: Nonappropriated Special Fund</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL FTE POSITIONS BY FUND</b>	<b>31.00</b>	<b>31.00</b>	<b>31.00</b>	<b>31.00</b>	<b>31.00</b>
<b>TOTAL EXPENDITURES BY FUND</b>		<b>\$1,541,932</b>	<b>\$1,724,871</b>	<b>\$1,700,600</b>	<b>\$1,732,221</b>